



DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
3280 RUSSELL ROAD  
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:

5420

RAP-24

**MAR 11 2010**

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE NAVY (RESERVE AFFAIRS)

Subj: REPORT OF THE 2009 MARINE CORPS RESERVE POLICY BOARD (MCRPB)

Ref: (a) DASN (RA) Memorandum for CMC dtd 29 Jan 2010  
(b) Report of the 2009 MCRPB dtd 14 Dec 2009

Encl: (1) Comments on 2009 MCRPB Final Report Recommendations

1. In accordance with the reference (a), we have reviewed the issues and recommendations offered by the 2009 MCRPB in reference (b) and enclose our comments for your consideration.

2. The point of contact at Manpower and Reserve Affairs is Major Sean Maita at (703) 432-9066 or DSN 378-9066.

A handwritten signature in dark ink, appearing to read "S. E. Murray", is positioned above the typed name.

S. E. MURRAY

Assistant Deputy Commandant for  
Manpower and Reserve Affairs

## Comments on 2009 MCRPB Final Report Recommendations

### Issue 09-01: PME WHILE MOBILIZED

Concur with MCRPB recommendation.

Attendance at PME schools that are up to 15 days in duration will be fully endorsed as Reserve Marines, mobilized or not, are still required to complete their requisite PME requirements. Marines should be afforded that opportunity without having to come off ADOS-CO orders, attend school on ADOS-AC orders, and then resume their ADOS-CO orders for the remainder of their mobilization.

Normally, mobilized Reserve Marines on ADOS-CO orders will not be afforded the opportunity to attend an MOS producing school, as that is not the intent of the mobilization authority. Attending schools and PTP training that are pre-requisites for OCO deployments are acceptable while on ADOS-CO funded orders.

While MMFA should be the clearing house for Individual Augmentees, Marines mobilized via unit activation orders should send requests to COMMARFORRES G-3.

### Issue 09-02: TRICARE FOR RESERVES

Non-concur with MCRPB recommendation.

This recommendation requires further study and analysis. TRICARE Reserve Select (TRS) is designed to both satisfy a demonstrated need and to provide an additional incentive for members to join, and remain in, the SMCR. Providing this benefit to members in the IRR removes this incentive without providing any benefit to the Marine Corps. Members who desire to drop to the IRR after mobilization are typically covered under Transitional Assistance Management Program (TAMP) for up to six months and are ineligible for TRS during this period. Members who are accepted into the weekend PME seminar program and who cannot afford to dedicate the time to both drill and attend the seminar have the opportunity to complete PME via an online course of instruction. Additionally, the recommended change would require a change in law vice policy, and would need to be coordinated with the other services and OSD.

### Issue 09-03: MARINE CORPS RESERVE CWO PROMOTION

Non-concur with MCRPB recommendation that parity needs to be sought in regard to promotion opportunities between the Reserve component (RC) and active component (AC).

The promotion opportunity for RC CWOs, once in zone, is identical to the promotion opportunity for AC CWOs: CWO5 = 50%, CWO4 = 70%, CWO3 = 90%. The perceived lack of promotion opportunity in the RC stems from the extended time it takes to get into zone, in comparison to their AC counterparts.

The CWO grade pyramid for AC and RC, to include the Active Reserve (AR) and Other Than Active Reserve (OTAR), closely resembles: CWO5 = 5%, CWO4 = 15%, CWO3 = 30%, CWO2 = 50%. OTAR promotion zones are created utilizing the total number of CWOs falling into this category (to include the IRR population), while AC and AR utilize MOS when applying the percentages to the population's grade pyramid.

For example FY10 Reserve CWO Promotions in the OTAR category:

- Total of 330 OTAR CWOs
- 5% at CWO5 = 17 CWO5s. Had 16 O/H so one CWO4 can be promoted.
- 15% at CWO4 = 50 CWO4s. Had 57 O/H and 6 retirements, leaving 51 O/H. No board will be held.
- 30% at CWO3 = 99 CWO3s. Had 100 O/H and 2 retirements, leaving 98 O/H. 1 CWO2 can be promoted.

Concur with MCRPB recommendation that balance and grade shaping efforts are required to achieve a dynamic and robust Reserve CWO population.

In order to decrease the time it takes a RC CWO to reach the in zone population, further study and analysis should occur in the following areas:

- Eliminating the IRR population from consideration when planning for the Selected Reserve (SelRes) CWO promotion zones, as the SelRes has structure and can be promoted similar to the AC.
- Restricting the promotion in-zone population to CWOs that have had a satisfactory year within the SelRes (not the IRR) the year prior to board convening. This would reduce the overpopulation of CWOs caused by increased WO accession requirements as a result of CWOs transferring between SelRes and IRR categories.
- Revising the retirement policy for RC CWOs to reflect those of AC CWOs, whereby those officers that have achieved 20 satisfactory years of service but have twice failed selection to the next grade be retired.

#### **Issue 09-04: JOINT QUALIFICATIONS FOR RESERVE COMPONENT OFFICERS**

n/a

The joint recommendations of the MCRPB & National Naval Reserve Policy Board pertaining to this issue are for the Reserve Forces



Policy Board to take action on issues that are above the Service level.

**Issue 09-05: RESERVE (IRR) PME**

Non-concur with MCRPB recommendation.

COMMARFORRES has the responsibility and authority to establish screening requirements for the IRR. These are the same requirements that an IRR Marine must attain before mobilizing, so requiring these standards to attend PME on Active Duty for Training Orders is a consistent approach. This policy enables MARFORRES/MOBCOM to screen the IRR population by requiring a minimum standard of physical fitness, medical readiness, and military qualifications. This has increased the readiness of the Marine and the IRR as a whole. MARFORRES executed \$4.8 million last year for PME. MARFORRES must ensure that we are educating Marines that are ready, willing, and able to serve. This will guarantee a good return on investment.

To address the specific recommendations offered by the MCRPB:

- MOBCOM has established procedures to fulfill physical examinations and training readiness requirements for the IRR. While Marines are not paid to complete medical requirements, they are currently compensated for completing training readiness requirements.
- Waivers are already being granted to Marines who make every effort to meet the required standards, there is no reason to narrow the scope.
- Concur that data should be accumulated in order to determine if the application of these requirements have a detrimental impact on the number of PME attendees already enrolled and/or the number of PME applications submitted in future years.